

The background features several large, overlapping organic shapes in shades of orange, purple, and pink. These shapes are decorated with various patterns: some have a dense grid of small dots, others have a grid of plus signs, and some have wavy lines. A small yellow oval is also visible in the upper right. The overall aesthetic is modern and artistic.

# Let's Build Toxic Free Workplace

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Sohailuddin Alavi

# Divine Context

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- Almighty says, “He has already revealed to you in the Book that when you hear Allah’s revelations being denied or ridiculed, then do not sit in that company unless they engage in a different topic, or else you will be like them. Surely Allah will gather the hypocrites and disbelievers all together in Hell.” [4:140]
- Almighty says, “O believers! Do not take disbelievers as allies instead of the believers. Would you like to give Allah solid proof against yourselves?” [4:144]
- Almighty says, “Allah does not like negative thoughts to be voiced—except by those who have been wronged. Allah is All-Hearing, All-Knowing.” [4:148]
- Moral
  - Do not spread negativity, criticize and ridicule
  - Stay away from the toxic environment and people who spread negative thoughts and mock

## The Impact

Toxism leads to a multiple dysfunctional influences on permeable work environment and relationships



The word “Toxism” manifests toxic

Values,

Beliefs,

Behaviors.

# Contributors of Toxism

## Organization Culture

- Politics; Rivalries; Criticism; Harassment; Competition; etc.

## Managers

- Theory 'X' type; I am okay, you are not okay; Bias; Coercive; Suspicious; etc.

## Co Workers

- Scarce mentality; Professional jealousy; Bully; Resonate negativity; Incompetence; etc.

## Environment

- Policies; Stress; Discrimination; Leadership style; Status incongruence; etc.

# What Toxism Does

- Toxism leads to negativity of
  - Emotions
    - Anxiety, Demoralized, Stressed, Humiliated, Lowered self-esteem, etc.
  - Perception
    - Loss of hope, Disbelief, Self pity, Injustice, Unequal dissatisfaction, etc.
  - Belief (Values)
    - Survival by hook or crook, No value for hard work, Just personal gains
  - Behavior
    - Passive; Work for selfish motives, Compete not cooperate, Deny responsibilities, Mis-commitment, etc.

# Handling Toxism

## Recruit

- Say no to toxic people at the onset

## Enrich Relations

- Develop relations on equality, respect and gratitude

## Management

- Build Realistic expectations, Team bonding, [9:9] Leadership (Manage with mind and lead with heart), Clarity, Accountability, and Equitability.

# Handling Toxism

## People

- Protect employees from taking toxic influences and habits.

## Environment

- Encourage positive values, trust, cooperation, support and transparency



- I think we all are better off now to handle Toxism
- Thank you